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DEMOCRACY IN EDUCATION . . . EDUCATION FOR DEMOCRACY

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66

CHICAGO 4, ILLINOIS

November,

AFL-CIO Acts for Schools

1960 White House Conference May Be Key to Federal Aid

By Willard Shelton

Managing Editor, AFL-CIO News
Written for the American Teacher

SAN FRANCISCO, Calif. — The most significant resolution on education approved by the Third AFL-CIO Constitutional Convention, here, may be one that attracted no attention from the general press—a resolution urging organized labor to get a move on in helping plan and shape the 1960 White House Conference on Children and Youth.

It may be suggested, indeed, that labor's substantive partici-

pation in this conference may offer the last best chance of breaking through the implacable hostility of the Eisenhower administration to Federal school aid.

Master Plan for Schools

There were 23 printed pages of resolutions on the theme of education, technical and general, secondary and higher, in the convention proceedings for one afternoon.

The proposals in these pages are enlightened and perceptive. They are based on a sound un-

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Enjoined Cahokia Teachers To Campaign for New Board

E. ST. LOUIS, Ill.—Teachers and supporting parents of suburban Cahokia Commonfields flanked by organized labor are planning strategy for the election of school and teacher welfare minded board candidates next April, following the current board's action in enjoining a teachers work stoppage for a pay increase and bargaining.

The one-week strike excepting time out for an institute was led by the Cahokia Commonfields

Federation of Teachers, Local 1272, of which Art Mills is president. Schools were picketed from the street except for two institute days and members of other school employee unions refused to cross the lines.

The teachers left their desks, idling also some 4,500 students, when the board bluntly refused to do anything about the Local's request for a \$300 pay increase and bargaining rights, or to ne-

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AFL-CIO Third Constitutional Convention in San Francisco renewed fight for Federal Aid for Education as well as outlined steps for school improvement including fair and higher salaries for teachers, correction of the classroom shortage, and as broad Federal financing of scholarships as was the schooling assistance given war veterans. Snapped before adoption of education committee report outlining the program, from left, AFL-CIO Secretary-Treasurer William F. Schnitzler and President George Meany, the latter in handshake symbolic of labor's support of schools and teachers, with AFT President Carl J. Megel. Education committee bringing in report was chaired by Peter Schoemann, president of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, with Megel a member. Photo, AFT delegates to the convention, Page 7.

Two Firsts, Two Citations to 'Teachers'

Chicago's \$5,000 Bachelors Starting Tops Major Cities

CHICAGO, Ill. — Chicago is the first city of 400,000 or more population as well as one of the country's few school systems of any size, to bid \$5,000 a year for beginning Bachelors while upping teachers in higher lanes relatively.

A \$500 across-the-board increase first recommended by Supt. Benjamin C. Willis last mid-summer (American Teacher, Sept., 1959), was adopted by the board of education, but made effective Oct. 19 rather than in September, as first proposed.

Seeks More Teachers

The new schedule was voted after Willis and other board spokesmen admitted inability to get and keep enough teachers under the old lanes, and the city's schools began the year using up to 2,000 substitutes in an 18,000 teaching staff.

It fell \$250 a year short of the \$750 increase asked by the

Chicago Teachers Union, Local 1, headed by John M. Fewkes, president, but was obviously also

As usual, when major pay increases are under consideration, Chicago's "tax savers" started a campaign for merit rating, contending that "better teachers should be rewarded." The Chicago Teachers Union, Local 1, countered by distributing information about the rating "gimmick" to school serving organizations throughout the city.

spurred by a protest walk of thousands of teachers led by Fewkes through the city's loop and board area last spring.

The new Bachelors lane is \$5,000 to \$7,250 in 10 steps, while the Masters is \$5,250 to \$7,750 in 11 years. Service in-

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Ottumwa Puts Merit Rating Into Contracts

OTTUMWA, Ia.—Teachers in this city's schools have across-the-board pay increases of \$250 for Bachelors and \$350 for Masters this year but with a merit rating clause tacked into their contracts and schedule.

Wallace L. Flanders, president of the Ottumwa Federation of Teachers, Local 1112, said that contracts were otherwise rewritten.

A clause requiring teachers to attend Iowa State Education As-

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Mr. Flanders

AFT Magazine and Newspaper Win for Editorial Excellence

SAN FRANCISCO, Calif.—The American Teacher magazine, Cinderella among AFL-CIO affiliate publications, is the new Queen of the International Labor Press for its editorial excellence and prettiest if modest dress.

The magazine of the American Federation of Teachers won the crown at this year's International Labor Press Association convention, in the annual competition with larger and more elaborate publications of Internationals of the United States and Canada.

It received first award for editorial excellence, and first for the best front page, the latter based on the four school year issues; then, also, an extra merit citation in the category: best feature article.

The magazine's big brother and companion publication, the American Teacher newspaper,

also received one of the two international newspaper merit citations for editorial excellence.

When the evening was over, the American Teachers had scored in four of the five classifications in which the two were entered, and their awards and citations topped the number won by any other publication.

Nearly 300 Entered

The 296 international, state and local publications entered in the competition were judged by the entire faculty and a visiting professor of the University of California, Berkeley, school of journalism, under co-ordination by John Hutchinson, head of the university's institute of labor relations.

In a letter, transmitting his faculty's findings to Hutchinson, read at the ILPA awards banquet, Charles M. Hulton, chair-

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Chicago \$5,000

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creases of \$25 each are provided for 20, 25 and 35 years of experience. The union had previously secured a \$25 monthly increase for 30 years service. Feeling that raises should reach teachers earlier, it asked for the \$75 monthly, and the added \$25 monthly after 20 years.

The \$50 a month (\$500 a year) for the 10 school months applies to all degree teachers, including elementary, high, trade, vocational, city junior college and teachers college.

Tops Los Angeles, Detroit

The new Chicago schedule left Los Angeles' \$4,730 starting for Bachelors second highest among the 400,000 or more population cities, and Detroit's \$4,700 third highest.

The Motor City, however, continued to offer a higher BA maximum with fewer years to reach. The Los Angeles and Detroit schedules:

Los Angeles—Bachelors, \$4,730 to \$6,950 in 12 steps, with \$100 added for Masters and \$250 added for Doctors, same steps.

Detroit—Bachelors, \$4,700 to \$7,400 and Masters, \$5,000 to \$7,700 in nine years, with Masters plus and Doctors receiving the same beginning as Masters, with higher maximums only in one and two added years.

Clerks Lane Restored

In Chicago, the recommendations of the J. J. Jacobs Company, a commercial survey agency, which down-graded the city's 800 school clerks (American Teacher, March, 1959), were corrected in the Oct. 19 schedule.

The clerks had been shifted from Civil Service grade seven to grade six, the latter allowing a scale of only \$296 a month to \$415 in 16 years. They were restored to grade seven, giving them a starting salary of \$326 increasing to \$457 in the same length of time.

Downgrading of the Chicago system's assistant librarians, however, remained uncorrected.

Bid for More Teachers

The Chicago and Detroit schedules were frankly admitted by school officials to be an effort to keep qualified teachers from deserting to the higher paying suburban areas.

Both schedules, however, continue to be far short of the \$6,000 to \$13,000 a year, with added amounts for qualifications above the Bachelors, which the AFT declares necessary to attract enough teachers.

ILPA Awards

From Page 1

man of the university's department of journalism, and also the judging committee chairman, wrote:

"It is interesting that different judges, working individually, came up with recommendations which coincided with relative findings of others.

"For example . . . one judge recommended the American Teacher magazine for (an) award for general excellence among publications with a magazine format; a different judge recommended the same magazine for the best front page in this class." (This would have created a new overall category.)

The awards and citations to the American Teacher publications were presented in rapid succession to their editor, Mrs. Marie L. Caylor, also re-elected an ILPA vice president at the convention, by Peter E. Terzick, editor of The Carpenter and the association's retiring president. They were as follows:

American Teacher Magazine

Award, First for Editorial Excellence, Magazine Format: "For its clear cut, direct editorial response to its (AFT) membership. Information about the union and profession is completely organized and most readable."

Award, Best Front Page, Magazine Format: "With a low budget, the editors have achieved a simple, simply focused format, using black and white with a single tint block across the logotype."

Merit Citation, Best Feature Article, Magazine Format: "For 'ETV—Messiah or Monster,' (October, 1958) A Los Angeles professor examines educational television as a teaching tool and as a threat to teacher employment and salaries." Author was Dr. Walter C. Varnum, chairman, department of psychology, Los Angeles City College, and member, Los Angeles Teachers Union, Local 1021.

American Teacher Newspaper

Merit Citation, Editorial Excellence, News Format: "Its use of pictures was, on the whole, excellent. It developed some fine features on the problems of education. Its intimate reporting of



American Teacher publications receive awards and citations for editorial excellence, other, at International Labor Press Association convention: Peter E. Terzick of Indianapolis, center, retiring ILPA president, and Edward A. Irwin of Los Angeles, AFT vice-president, help AFT Editor Marie L. Caylor hold sheaf of plaques she received at awards banquet. The Restaurant Workers Quarterly Review, edited by Irwin, was also cited for its front page makeup superiority.

items of immediate interest is commended."

The foregoing awards and citations bring the number won by the American Teacher publications in ILPA contests to six since the inauguration of the current newspaper - magazine combination.

Irwin's Paper Cited

Another publication, the Quarterly Review of the Los Angeles Restaurant Workers, edited by Edward A. Irwin, AFT vice president and president of the Los Angeles Teachers Union, Local 1021, a high school journalism teacher, also won honors at the awards banquet.

It received a merit citation, best front page for "well balanced tabloid makeup, neatly put together with good selection of news."

Richard C. Howard of Washington, D. C., editor of Labor, published by a group of railway unions, was elected to succeed Terzick as ILPA president.

Mrs. Caylor served as chairman of the convention's regional conferences committee which brought in a report urging a more intense organization of area editors conferences; also, the organization of state labor press associations and the development of a speakers bureau.

Urges Use of 'Tips'

Sam Romer of the Minneapolis Tribune, one of the country's top labor writers, speaking on a panel, "Telling Labor's Story," exhibited the AFT's "Publicity and Publications Tips," a manual by Mrs. Caylor, declaring:

"This is the best of its kind and a real primer for labor editors and publicity people at the grass roots level. Anyone, by following the instructions in this booklet can supply a news story acceptable to the metropolitan press."

"Following the initial use of this primer, it is only a matter of practice. Many Internationals publish good public relations manuals, but for the experienced editor or writer. When one is

experienced, he doesn't need a how-to-do-it manual."

Speakers at the ILPA convention included AFL-CIO President George Meany, Cong. John E. Moss (D.-Calif.) and Terzick. Meany urged the editors to give more attention to the Washington scene, in view of adverse labor legislation, and cited as an example of public confusion, the claim that steel workers could not have a pay increase because the "giant companies have become the guardians of the people against inflation."

Terzick warned that "vast and awesome changes are taking

place" in technology, and that "at least one million jobs have disappeared forever in the last year." He added: "The labor press must play its part in informing our people."

Washington Censorship

Moss, banquet speaker, declared that the "steady trend toward closed-door government" among executive departments in Washington is directly affecting the labor press. He said that requests by unions for the number of Japanese imported for farm work, railway accident reports, and analyses of state unemployment laws have been denied.

Teachers Back Service Men, School Strike

E. ST. LOUIS, Mo.—Members of the District 182 (Alorton) Federation of Teachers, Local 1214, backed up the district's building service employees when the latter went on strike at the beginning of this school year. The teachers refused to cross the service employees picket lines, and no school for the 1,700 pupils hastened the settlement. Viola Harrell of Belleville, is Local 1214 president.

Television Teaching Costs Up in Detroit

DETROIT, Mich.—Detroit's television teaching experiment is costing about 20 per cent more this year.

The school board finds it will issue a check for about 80 per cent of the \$200,000 budget, while the Ford Foundation will pay the remainder.

Elmer F. Pflieger, director of the program, said: "There is still considerable difference of opinion as to the value of television teaching in the regular school program."

Ottumwa Merit

From Page 1

sociation meetings was deleted as illegal, a victory for Local 1112.

Merit Provision

The new merit rating provision is as follows:

"All teachers who do average and above average work can expect to receive an increase according to (the schedule). Any teachers who do below average work but not poor enough to warrant discharge, shall remain on the same step of the salary schedule as the previous year."

Another clause requires that each teacher earn five semester hours of added credits every five years. Incoming teachers are given full credit for their first three years of teaching experience, and one-half credit for the next four.

Local Will Test

Flanders said Local 1112 is prepared to "oppose the use of the merit rating clause on any OFT member, as we did when the board tacked it onto the new schedule."

The current pay schedule is \$4,250 to \$6,125 in 15 steps for Bachelors and \$4,575 to \$6,450 in the same number for Masters.

New Growth in Los Angeles From 3-Day, 1021 Workshop

LOS ANGELES, Calif.—The Los Angeles Teachers Union, Local 1021, is accumulating new growth benefits from a last summer's 3-day workshop attended by about 50 of its members.

The "shop, innovational for Locals, was set up under the leadership of Edward A. Irwin, Local 1021 president, and is being contemplated as an annual affair. Speakers included Currin



Dr. Shields

Shields, professor of political science, University of California, Los Angeles; Arthur Carstens, industrial relations instructor in the university; William Gilbert, AFL-CIO representative, and Dr. Allen Katcher, human factors scientist.

Gilbert stressed the need of organizing teachers in the labor movement; Shields called for tax practices based on the ability to pay to correct the wealthy paying less, and Carstens declared:

"If I wanted to get a hod carrier and a teacher tomorrow, I probably would have to pay more for the hod carrier."

Decatur, 877, Wins Right To Be Heard in Bargaining

DECATUR, Ill.—The Decatur Federation of Teachers, Local 877, is currently victorious in its long fight to be heard by its school board in bargaining and other matters affecting this city's teachers.

The board deleted a policy to meet only with the Decatur Education Association, a company union, after Ned Freeman, Local 877's president, made several requests to speak.



Mr. Freeman

The rescinded policy had been in effect for about 13 years. It had made the DEA "the teachers' collective bargaining agent."

Freeman said the union now hoped to gain increased stature and membership, and expressed his appreciation to the board for dropping its shut-out rule. The board's vote for the deletion was five to one.

DEA members were given advance notice of the action, but no representatives of the group attended the meeting to protest.

Calumet Township Teachers Tag Board, 'Union Busting'

GARY, Ind.—Faculty turmoil in suburban Calumet Township (American Teacher, May, 1959) remains far from stilled as the result of the dismissal of an experienced teacher when she asked for a leave, and the alleged "union busting" tactics of school board members.



Mr. Dalton

Members of the Calumet Township Federation of Teachers, Local 662, withheld their contracts as the result. Thomas E. Dalton, the Local's president, said Supt. Earl J. Schuur remained a storm center.

Strike Last Spring

Members of the Local went on a two-day strike last spring when Schuur and the board issued a set of regulations in mid-term declared to "create a serfdom over teachers." Three board members resigned under public

fire and the regulations were rescinded.

Union reaction reoccurred when Schuur afterwards dismissed the teacher of several years service, without hearing on either the dismissal or her leave request.

L. Howard Alvey, board president, one of those who resigned but "reconsidered," and Gerald M. Lutz, new board secretary, were charged in a Local 662 pamphlet, with deception in promising to work cooperatively with the union, then "following a program of 'union busting'."

Six Years For Tenure

Under the board's hiring program, a teacher does not go under lifetime tenure finally until she signs a contract for her sixth year.

Mrs. Lea Cooke, member of the Local's executive committee, charged that the board had declined to negotiate properly on the teacher's dismissal; that dismissal procedures were not adhered to, and that "everyone's security is at stake."

Badger School for Workers To Mark Its 35th Birthday

MADISON, WIS.—The School for Workers, University of Wisconsin, locale of the oldest summer workshop on union teacher techniques sponsored by the American Federation of Teachers, will celebrate its 35th anniversary, Nov. 20 and 21, with AFL-CIO President George Meany tentatively scheduled as a Nov. 20 dinner speaker.



Mr. Ozanne

The school, a pioneer in labor education and pattern for many younger ones at universities over the country, is directed by Robert W. Ozanne and currently has a notable faculty including Jack Barbash whose articles on unions and the professional have appeared in the American Teacher magazine.

Students who have studied in its labor programs have been invited to attend the dinner and remain for Saturday conference

sessions. AFT representation will include President Carl J. Megel, Editor Marie L. Caylor and Wisconsin Executive Secretary James L. Fitzpatrick, the latter having been co-ordinator of AFT 'shops for the last several years.

Three New AFT Locals Chartered

CHICAGO, Ill. — Three new AFT Locals have been chartered since July 1, the beginning of the current fiscal-school year. They and their presidents are:

St. Louis (County, Minn.) School Principals and Supervisors Federation, Local 1350, Thomas J. Bukvice, and the Roseville (Minn.) Federation of Teachers, Local 1351, James Warren.

Also, San Francisco (Calif.) State College Federation of Teachers, Local 1352, Arthur K. Bierman, president.

Irvin R. Kuenzli

Irvin R. Kuenzli, 62, secretary-treasurer of the American Federation of Teachers, 1936 to



Mr. Kuenzli

1953, and president of the International Federation of Free Teachers Unions, 1951 to 1955, died at the family home in Springfield, O., after a long illness.

Previous to his passing and following his long tenure with the AFT, Mr. Kuenzli had since November 1957 been labor technical officer of the U. S. International Cooperation Administra-

tion under the State Department in Tunisia.

A native Ohioan, he served with distinction in Ohio public schools and in teachers unions of the state before taking his post with the American Federation of Teachers. His teaching career included teacher and debate coach in Senior High School, Springfield, O., principal of Marcelline High in Wyandotte County, and superintendent, Green Township High, Clark County.

Mr. Kuenzli was president of the Springfield Federation of Teachers, Local 296, from 1934 to 1936; also, president of the Ohio State Federation of Teachers, and was a vice-president of the American Federation of Teachers, beginning 1930 for seven years.

While secretary-treasurer of the AFT, he was a member of the education committee of the American Federation of Labor, served in many national education organizations including the Council on Education of the U. S. Children's Bureau, advisory board of the Workers Education Bureau of America, the National Council on Education and others.

He was a world traveler and contributed greatly to the growth of international teacher unionism. Survivors include his wife, Mary Elizabeth, and two sons, Alfred Eugene of Alton, Ill., and David Edward of Burlingame, Calif.

Milwaukee, Local 252, Wins \$350 Raise, Hospital Care

MILWAUKEE, Wis.—Milwaukee teachers will return to class after the Christmas holidays with a \$350 across-the-board pay increase—a victory for the Milwaukee Teachers Union, Local 252, after considerable negotiation.

The school board voted the increase unanimously at a special meeting, upping the \$250 recommended by Supt. Vincent by the \$100 a year.

Surgical Insurance

Also granted was paid hospitalization and surgical insurance, the district to pay premiums of \$66 a year. Top of the schedule increments of \$250 in all divisions were added.

The hospitalization as well as

the \$350 raise were included in Local 252's request last mid-summer. The increase in maximums was called an acceptable substitute for the Union's proposal for a \$50 increase in annual increments.

High points of Local 252's drive for the pay increase were authorization of a strike vote by the membership were it necessary, and a record turnout for a board finance committee salary hearing last month.

Officers of the Milwaukee County Labor Council assisted greatly in convincing the board members that the \$350 increase was needed.

The new schedule, effective Jan. 1, will bring the Bachelors starting to \$4,550 and the maximum for a Masters plus 48 units to \$8,100. Donald L. Soucie is Local 252 president.

Miller Named To Louisville Labor Post

LOUISVILLE, Ky. — Richard L. Miller, president of the Louisville Federation of Teachers, Local 672, was elected secretary-treasurer of the newly merged AFL-CIO Greater Louisville Central Labor Council.

The council represents unions in the city with about 50,000 members. Miller is also the holder of the new Valley Forge Classroom Teachers Medal Award of the Freedom Foundation for contribution to democratic citizenship.

Franklin Park Wins Time, Coffee Break

OAK PARK, Ill.—The Franklin Park Council of the West Suburban (Chicago) Teachers Union, Local 571, won its long fight for a smoking and coffee break for teachers during non-teaching periods of the school day.

Arnold G. Cronin, council president, said the privileges were granted after a formal campaign since last February, and preliminary work begun several months previously.

Benton Harbor To Mediator For Bargaining

BENTON HARBOR, Mich. — Refusal of this city's school board to recognize the Benton Harbor Federation of Teachers, Local 1342, as bargaining agent for the city's teachers has been taken to the Michigan Mediation Board for further procedures.

The school board turned down an attempt by State Mediator Roy Snyder to get it to negotiate after the latter was called in on petition of Local 1342 representing a majority of the faculty.

Necessity of signed contracts under the Michigan tenure law are also in dispute in the case. Representing the union at the turn-down session of the board were: Local 1342 President Hugh M. Kahler, Mrs. Lea Schwartz, Tod Osborne, Clifton Machacek and Harold Atwood.

The Benton Harbor Federation of Teachers was organized and chartered last school year when the board refused to grant teachers needs.

Writes Essay On Union Label Wins \$25 Bond

NEW YORK, N.Y. — Miss Sarah Cohen, secretary in the office of the New York Teachers Guild, Local 2, was a runner up in this year's Remington-Rand awards for best essays by union office secretaries on, "Meaning of the Union Label."



Miss Cohen

Remington Rand, whose office equipment advertisements appear regularly in the American Teacher publications, conducts such a contest annually for secretaries in union offices.

Miss Cohen won a \$25 savings bond by writing, "Buying union label products is the way to demonstrate one's respect for decency, the American standard of living, and the American Way of Life." Miss Grace A. Broderick, secretary in the Iowa Federation of Labor, Des Moines, won the \$1,000 first prize in the contest.

Dayton, 921, Gets Ready For Convention

DAYTON, O.—The Dayton Federation of Teachers, Local 921, has launched plans to increase its membership before it hosts the 44th annual convention of the American Federation of Teachers next August.

Richard Manuel, Local 921 president, started the drive at a meeting of stewards, setting up a goal of 150 to 200 new members.

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Do Fellow Teacher a Favor!

By James L. Fitzpatrick*

Do your fellow teacher a favor. Ask him to join the teachers union. We know that over the years too many potential AFT members have been lost because no one asked them to join. In fact, some teachers, upon joining at a later date, have been asked why they hadn't joined earlier. And the reply was: "Nobody asked me." So, you may be doing your Local a favor and some hesitant teacher a favor by urging him to join.

By this time, the fall drive for membership has passed its peak, but it is still not too late to solicit the few that may have been overlooked, or those who have refused to join last year or the year before, or those who have been considered hopeless cases, or those who have dropped out recently because of some personal dissatisfaction. Every teacher in every building in which there is a building representative should be asked every year.

If every AFT member would consider himself a membership committee of one, and would bring in a new member every year, every Local could far exceed its membership quota, and the AFT could top that 60,000 goal for 1960. In many Locals, the slogan is: "Every Member Get a Member," or "Each One Reach One." There may be a few Locals which are so close to 100 per cent that such a goal is impossible, but they are the exception. Most of our Locals have a long way to go to become the majority teacher organizations in their communities.

Again, you will be doing your fellow teacher a favor by helping to make your Local the majority organization in your jurisdiction. Your representatives, then, can speak with a stronger, clearer, and more authoritative voice, if your Local represents the majority of the teachers. Furthermore, that will put your Local in the key position when collective bargaining comes, and it is coming closer all the time. In many communities and many states collective bargaining for public employees is being recognized or legalized. Your Local should be ready when its opportunity comes. Become the majority organization!

Finally, there should be no hesitation on the part of any AFT member just to help build membership. Increased membership is a legitimate goal of any organization, especially one which has a constructive program of social action. More members mean more income, and increased funds make possible an expanded and more effective program of action.

Any way you look at it, by bringing more of your fellow-teachers into the union you are doing them a favor, and the entire teaching community as well.

*Executive secretary, Wisconsin Federation of Teachers, and member, editorial advisory committee, American Federation of Teachers.

A Happy Thanksgiving

To Our Readers



AFT Stand On Discipline

From Duluth, Minn., News-Tribune

Laws giving classroom teachers reasonable freedom to control discipline are favored in a resolution adopted in Minneapolis. The American Federation of Teachers was the adopting organization.

The resolution urged the Federation to help local unions oppose state laws that forbid use of force by teachers. A committee had recommended defeat of the resolution, holding it unnecessary under long-time Federation policy. Disagreeing with the committee, the convention supported the resolution, 143 to 106. A speaker from a rugged sector—New York City—said that situations arise in which the use of force cannot be avoided.

From the vote it appears that classroom teachers, familiar with the everyday facts of the problem in their own localities, don't particularly like the idea of force, but don't know of anything better, for use in hard cases.

That is a depressing thought, but we should not lose heart. Corporal punishment has been fairly rare in our schools for a long, long time. It used to be routine here, as it still is in some parts of the world not necessarily backward.

Most young Americans show a high degree of self-discipline. People would see this more clearly if the few youngsters who lack discipline did not have such impressive equipment for advertising their affliction.

More Pupils, Fewer Teachers

From The AFL-CIO News

America's schools opened this month with an increased enrollment and with a record shortage of classrooms and teachers, Sen. Hubert Humphrey (D-Minn.) and President Carl Megel of the American Federation of Teachers declared on "As We See It," AFL-CIO public service program over the American Broadcasting Company radio network recently.

Both urged passage of Federal aid for school construction and teacher salaries without further delay. "Unless we act quickly," Humphrey said, "we're not going to have an educational system in this country worthy of a democracy." He added:

"We have, unfortunately, decided that it is more important to hold down a budget than it is to provide education. And yet, a year of education lost is one that can never be reclaimed. I think this has to be remembered. You can later on increase revenue to take care of a deficit in the budget, but you can't take care of a deficit in education once it occurs."

Megel stressed the necessity of increasing teacher salaries as well as building schools. He said: "It's necessary to build classrooms, but we won't have an educational system unless we have teachers in the classrooms. To take care of the increased enrollment this year, we need many more teachers than we had last year. However, teachers are leaving because of overcrowded conditions and because they can make more in other professions."

Federal aid is needed, Megel pointed out, since state and local aid is generally derived from taxation on property, which cannot undertake the added necessary burden.

Humphrey said Congress has lagged in meeting education needs although the Gallup and Roper polls show that "between 70 and 75 percent of the people favor Federal aid to education."

The President's Column

By Carl J. Megel

ELSEWHERE, in this issue, you will find an article concerning the study on school instruction costs made by Ben Rust of Richmond, California, past president of the California State Federation of Teachers. Mr. Rust was commissioned by the special committee on governmental administration of the Senate of the State of California to make this survey.

Commenting upon this study, Mr. Rust said: "Last summer I engaged in an intensive study of finances and supervision. Results of my study show that we are spending one billion dollars on education in California. Only 45 per cent of this amount—somewhat over four hundred fifty million dollars—is being spent for teachers salaries.

"If we divide the educational dollar into three parts, we find that only 45 per cent of the dollar is spent on classroom teachers salaries; about 25 per cent of the dollar is spent for supervision or certified personnel who are not working inside of the classroom; and about 30 per cent on other miscellaneous items, such as maintenance, capital outlay, and equipment.

"No country in the world spends such a small percentage of its budget on direct classroom teachers salaries. No country in the world has so large a personnel engaged in non-teaching activities but who are, nevertheless, credentialed as teachers. No country in the world has introduced so many non-educational courses in its schools. No country in the world has so much supervision per teacher. And, as a consequence, in no advanced country in the world, is the status of the classroom teacher so low."

HERE, in a few simple statistically substantiated statements are outlined the major reasons for the deterioration of American education. School administrators and school administrations have emphasized everything but the most important essential, the teacher in the classroom.

Prior to this study by Ben Rust no one would have believed that only 45 per cent of the educational dollar was actually spent for salaries of classroom teachers. Statistics released by school administration showed that some 70 or 80 per cent of the tax dollar went for actual salaries. The error was that these figures included salaries of school administrators.

A recent development providing cause for great concern to the American Federation of Teachers is the expanding gap between salaries of administrators and that of the classroom teacher. Many large city superintendents receive a salary larger than that paid the mayor of their city or the governor of their state.

Paralleling this widening gap between salaries of teachers and those of administrators is the increased ratio of administrators. However, until the Senate of the State of California authorized an actual study, the disparity could not be accurately gauged. One of the astounding facts revealed by the survey was that whereas classroom teachers in California increased four times in the period 1922-58, non-teaching personnel increased 14 times.

A FEW DAYS AGO, I wrote to the Senate of the State of California, requesting 600 copies of this study which we will distribute to presidents of our Local and state Federations. We are doing so for a number of reasons:

1) It now behooves presidents of Locals within states outside California, together with the cooperation of state Federation presidents to immediately initiate plans for securing the same kind of a study by legislatures in their states.

The most significant development resulting from the California survey was the fact that its legislature passed legislation making it now state law that all school districts list separately the total expenditure for classroom teachers' salaries and the total expenditure for school administration and non-teaching personnel.

2) The study should be of great benefit to salary committee chairmen who are negotiating with their school boards for increased teachers salaries. If California is spending only 45 per cent of its tax dollar for classroom teachers salaries, you can be sure your own state probably is doing the same.

3) To initiate plans whereby your legislatures will authorize a study to determine the true classroom size. This last area is one that has caused much concern to the classroom teachers everywhere.

WE READ the published school administration figures, stating that the class size is 32. However, if you visit an actual classroom you will find that practically every teacher has 40, 45, or even 50 in a class. The 32 figure has been determined by dividing the total number of pupils by the entire educational personnel.

A study of the actual teacher class size would produce the same revealing facts which the study on educational costs produced.

Makes Study for Legislature On School Instruction Cost

SACRAMENTO, Calif. — An unusually thorough and provocative study of the cost of classroom instruction in the state has been prepared by Ben Rust of Richmond, past president of the California State Federation of Teachers, for a special senate committee on governmental administration.

The study was published in a 45-page and cover booklet by the senate as part of the committee's report. Purpose is to show how much of the school dollar is spent on instruction; for the salaries of teachers for the time they spend in classroom teaching.

Rust found that the per cent of money given by the state

spent on instruction increased very slowly from 64 in 1950-51 to 66.1 in 1956-57, while the percentage spent on certified personnel went from 57 to only 59.1 in the same time. The fourth of as many recommendations said:

"Consideration should be given to the elimination of those services in the school which make a negligible contribution to instruction, or to the separate financing of those services which are found, nevertheless, to be worthy for other purposes.

The first three recommendations urged use of a school accounting system clearly distinguishing between expenditures for classroom teaching and for other purposes; that school district audits should be by the state department of finance, and legislative examination of each service performed in the schools for its effectiveness and contribution to the educational process.

Megel Flays Superintendent For Threat to Labor Speaker

RICHMOND, Calif. — The president of the AFL-CIO American Federation of Teachers scored actions of Richmond High School Supt. Miner in threatening a union teachers' leader with a charge of insubordination if the latter took a day off without pay to address a neighboring state labor convention.

Carl J. Megel of Chicago, spoke at a meeting of the executive council of the Contra Costa Federation of Teachers, Local 866, at the home of Ben Rust, the teacher in question.

"Rust, past president of the California State Federation of Teachers," Megel said, "recently asked the superintendent for the day off, with or without pay, to speak at a convention of the Nevada Federation of Labor on teacher-school needs and problems."

Contemplated Changes

"After denying Rust the permission," Megel said, "Supt. Miner sent a letter to Rust's principal instructing the latter that if Rust was not in class on the particular day, Miner was to be notified for the purpose of considering charges of insubordination.

"This refusal to give teachers the right to participate in labor meetings is unthinkable since

Minneapolis Credit Union Assets Zoom

MINNEAPOLIS, Minn. — Assets of the credit union serving members of the Minneapolis Federation of Teachers, Local 59, soared from \$150,000 to \$450,000 the first eight months of this year.

The Federation News Bulletin, reporting the growth said many teachers, deserting savings and loan concerns, are expected to push the total over a half million dollars this year.

Robert DeMars Vice-Chairman COPE District

LINCOLN PARK, Mich. — Robert DeMars, vice-president of the American Federation of Teachers, is the new vice-chairman of the COPE committee for Michigan's 16th congressional district, largest in the state.



Mr. DeMars

He immediately urged all union classroom teachers to become active in COPE by contributing to its drives and attending its meetings or central labor meetings in their areas.

"The purpose of COPE," DeMars said, "is to enlighten the public on issues that affect them in government, and to provide paths for action.

"The voting records of public officials are made known and evaluated so that the electorate may vote intelligently. It is one of the best ways we have to promote legislation and elect representatives that are for the best interests of the people."

Gary Teachers Union Moves To New Offices

GARY, Ind. — New and more spacious quarters are now being occupied by the Gary Teachers Union, Local 4, in the United Auto Workers building just recently completed.

Robert J. Razumich, Local 4 president, said continued growth and membership service made the larger space necessary. Open house and the first general membership meeting was held the latter part of October.

Twas Cleveland Heights; 681 Made Its Quota

CHICAGO, Ill. — Hear ye! Hear ye!

The Dearborn (Mich.) Federation of Teachers, Local 681, has made its membership quota for the last six years.

Although it was so listed in the September American Teacher, its name was not called at the Minneapolis convention banquet awards as a six-year quota Local.

No one seems to be able to explain why; therefore, we hope this item "squares things" partly, at least, as well as commends Local 681 for being proud of its quota record.

In the above photo, Ray Howe, Local 681 president, looks



Mr. Howe

Baltimore, 340, Celebrates Its Twenty-Fifth Birthday

BALTIMORE, Md. — The Baltimore Teachers Union, Local 340, celebrated its 25th anniversary at a mid-October banquet.



Mr. Calder

Dr. Broadus Mitchell, one of the seven Local 340 charter members and now associate professor of political economy at Johns Hopkins University, and AFT President Carl J. Megel were speakers.

All the seven charter members were guests of honor.

Review Victories

James B. Calder, president, reviewed accomplishments of the union as follows: "A single salary schedule based on equal pay

for equal training and experience; cumulative sick leave; sabbatical leave for travel and study; supervision as a consultative service, and intercultural co-operation."

Una Corbett, publicity chairman, pointed out that the Local has been an integrated organization since its founding.

One Still Teaching

Of the charter members, only one, Sayde Bondy Hendler, is still teaching. Dr. Frank Trager, now at New York University, was formerly state department labor consultant in Burma, and spent this summer in Russia with a group of state governors.

Kenneth Douty, first Local 340 president, is currently executive secretary of the Illinois division, American Civil Liberties Union, and in 1949-53 headed the labor division of the Marshall Plan Aid in France.



Kankakee, Ill., union teachers who helped lead successful fight to elect two school board members and break city's one-family political machine charged with retarding school support: From left, Fowler McKinley, secretary of the Kankakee Federation of Teachers, Local 886; Margaret McBroom, member and building representative; Henry Holt, member and president of the credit union, and seated, La Vera Coleman, Local 886 president. Labor helped in the campaign.

Chicago Holds Annual Party, Eyeglass Fund

CHICAGO, Ill. — The 22nd annual style show and card party of the Chicago Teachers Union, Local 1, for the benefit of its eyeglass fund, was scheduled in one of the city's largest ballrooms the latter part of last

month.

Proceeds of the fund are used to pay for eye examinations and eyeglasses for public school pupils whose parents cannot afford them.

In addition to proceeds from tickets, contributions were also received from patrons. John M. Fewkes, the Local's president, said:

"Our members feel that early correction of defects in vision can do much to help boys and girls develop into normal, intelligent, healthy men and women."

unhappy about the omission.

Now let the American Teacher say its prayers. In publishing the American Teacher Awards, in the September issue, the Cleveland AFTerthoughts was listed as among the winners, whereas it was the Cleveland

Heights AFTerthoughts.

Commented Jack Fraier, vice-president, Cleveland Heights Federation of Teachers, Local 795: "As much as we admire our brothers in Cleveland, we are reluctant to give them credit for our Bulletin."

Michigan State Aid Increase Victory for Teachers Unions

By Robert DeMars*

LINCOLN PARK, Mich.—The first increase in state aid to Michigan public schools in three years was enacted by this year's legislature in Lansing and the bill promptly signed into law by Gov. G. Mennen Williams.

The law raised state aid per pupil from \$190 to \$205. It was backed by the governor, the Michigan State Federation of Teachers, AFT Locals throughout the state and other school and civic-minded groups.

More for Poor Schools

The act will also raise the deductible millage from 2¾ to 3¼ mills, and attempts to equalize educational funds by providing a larger amount of aid to poor or distressed districts.

It represents a positive step toward solving basic problems of school finance. Local districts must now levy 8 mills for full state aid, as compared with 7

*Vice-President, American Federation of Teachers.

mills last year.

This will bring in additional local revenue in some districts that have been levying the minimum amount. The state aid will be prorated, if less than 8 mills is levied, to a minimum of 6 mills.

New Borrowing Rule

The procedure for borrowing money against anticipated state aid was changed. Districts will now be required to obtain approval from the superintendent of public instruction rather than from the municipal finance commission.

A tribute of thanks must be paid to Gov. Williams, who has long worked for greater support of the schools both over the state and in the legislature.

His leadership for the schools has been a real inspiration to teachers, and the people who recognize the great value of the public school system.

The bill passed the house 81 to 4 and the senate 23 to 2, with two Republican senators dissenting. Its enactment will give Detroit about \$2 million more from the state.

Oahu Teacher New Hawaii Bulletin

HONOLULU, Hawaii — The Oahu Teacher of the Oahu Federation of Teachers, Local 1127, a centennial membership, is the newest of AFT Local monthly publications.

The first two issues are 4-pagers, mimeographed, but Walter Onishi, Local 1127 president and AFT field representative, hopes to expand the size soon. Oahu is the island containing Honolulu and Wai-iki.

The initial issue stated: "As a result of the (American Federation of Teachers) study-tours we have risen, and today the horizons look endless."

Membership in the Oahu Federation of Teachers increased 500 percent during the 1958-59 school year, due to interest aroused among Island teachers by the first of the study-tours.

Onishi said copies of the Oahu Teacher were mailed to homes of more than 3,000 Oahu teachers. Richard S. Oguro is chairman of Local 1127's membership committee.

ties of the developing labor movement. The book attempts to help the student reach decisions through clear thinking about matters which affect him and his community.

For Balanced View

"Teachers in many schools who want their students to get a balanced objective view," Cramer said, "find that while materials circulated by such groups as the National Association of Manufacturers are always available, constructive information about unions and their activities are not."

The Labor Book Shelf may be obtained from the United Auto Workers, education department, 8000 E. Jefferson ave., Detroit 14, Mich., for \$11.75 per set of five.



The Toledo (O.) Federation of Teachers, Local 250, which next to Chicago had the largest number of enrollees in last summer's AFT-sponsored Hawaiian study-tours, said Aloha to the city's new teachers this fall with a Hawaiian dinner complete with orchids and leis. Women taking the tour wore their muumuu and Edward J. Moe, enrollee, his most flaming Aloha shirt. Above, right, Annette Graham Deveau places lei on Jo Ann Bodnar, no kiss, while not-in-photos Mary Ellen Thompson, tour participant, greeted School Supt. Dunsmore traditionally. Below, Moe and Teacher Mrs. Gerald Harley. Leis and other floral decorations were obtained from the Islands, via air, by the Toledo study-tour enrollees.



endum. Already \$1,900,000 in bonds have been sold at a rate less than the rate paid by the city.

3) The board may now contract with the municipality for services to the schools previously provided by the latter.

Four Mill Increase

The most important step, however, is complete fiscal separation from the city government. The board acted promptly to start improvement of the schools by proposing first a 3 mill increase, then an additional mill, the latter to replace revenue from a repealed county assessment.

Both proposals were subject to public hearing and 60-day waiting period. The three mill waiting period expired without registered opposition, placing it in effect. The additional one mill becomes effective on Dec. 7, if no public opposition arises.

Gary, Local 4, Mourns Death Of a Founder

GARY, Ind.—New and old members of the Gary Teachers Union, Local 4, were saddened by the death of Miss Flora Philley, one of the founders and for many years a leader in the union.

Miss Philley was the author of the book, "Teacher Help Yourself," which included a history of Local 4. She retired in 1953.

Robert J. Razumich, Gary Teachers Union president, said: "The entire teachers union movement, and our union especially, will long remember the great contribution of Miss Philley."

Fort Wayne, 700, Helps Give Labor Book Shelf to Schools

FORT WAYNE, Ind.—The Fort Wayne Teachers Council, Local 700, pioneered in labor education in the public schools when it assisted the Allen County Central Labor Council in presenting the Labor Book Shelf of five volumes to high schools in the Fort Wayne Community School System.



Mr. Cramer

David S. Cramer, Local 700 president, and AFT vice-president, said the purpose is to make available to students accurate information regarding history, structure and programs of the labor movement, because much misinformation about unions circulate in the schools.

The Five Books

Three United Auto Workers Locals also presented copies of the books to high schools in Allen county. The five in the "Shelf" are:

This Union Cause, by Katherine B. Shippen, who presents a vivid account of the people and ideas which made way for the unions of today. Exciting and thought provoking, *This Union Cause*, will be read with interest by young people concerned with the development of America.

Labor On the March, by Edward Levinson. The 15 million members of the AFL-CIO are at a new place in history. How did they get there and where are they going? As Walter Reuther explains in the introduction, *Labor On the March* is a good book to help people understand how the present came about and what the source of today's tensions and events are in the labor movement.

The Practice of Unionism by Jack Barbash. In this penetrating study, Barbash examines the ways in which unions have

worked to enlist the loyalties of their members on the basis of social usefulness as well as self-interest. The focus is on labor from 1933 to the present, with emphasis on the period following the passage of the Taft-Hartley law in 1947. Discussion of the significance of the AFL-CIO merger brings the record up to date.

As Unions Mature, by Richard A. Lester. In this book, calling on the experience of more than 20 years of study and analysis of industrial relations, especially collective bargaining, Lester provides the basis for a long-range theory of union evolution and a framework for projecting future development in American unionism.

Labor In America, by Harold Faulkner and Mark Starr, is intended as a tool of teaching. An attempt is made to show how different groups in our society have been affected by the activi-

Minneapolis Schools Freed From Veto, Up Their Levy

By Charles E. Boyer*

MINNEAPOLIS, Minn. — The major problem of the schools today is money.

Especially in the large cities, money problems spring from outmoded tax limitations or restrictions, and the dependency and subjection of school boards to the veto power of municipal authorities.

In the scramble for the city tax dollar and the politics involved, the schools are the least organized to secure an adequate share. Minneapolis has grappled with the problem for years, but the Minneapolis Federation of Teachers, Local 59, and other school-minded agencies feel that

*Vice-President, American Federation of Teachers, and executive secretary, Minneapolis Federation of Teachers, Local 59.

we have found the solution.

The legislature passed and the voters ratified, this summer, legislation giving the Minneapolis school district fiscal independence from the city government. Principal new features of the law are:

1) The school board may fix its own tax maximum, unless 5,000 voters object to any proposal and request a referendum. In the event of a referendum, approval of 53 percent of those voting is required. By state law and subject to possible referendum, the board's taxing power is now \$92 per capita which is about double the present.

2) The board may issue annually about \$2 million in bonds for building rehabilitation and to secure sites without voter approval. Bond issues in excess of \$2 million are subject to refer-

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AFT delegates to the Third AFL-CIO Constitutional Convention in San Francisco greeted by Actors Guild leader: From left, Dana Andrews, Guild vice-president and delegate; Teachers President Carl J. Megel of Chicago, Vice President Selma Borchardt of Washington, D.C.; President Paul A. Corey of the Cleveland Teachers Union, Local 279; Past-President Arthur J. Hartin of the Boston Teachers Union, Local 66, and AFT Secretary Paul A. Ward of Chicago.

AFL-CIO Actions

From Page 1

derstanding of the part that organized labor played historically in building public education and they expressed a sense of the responsibility of a democratic society for the schooling of children. They state eloquently the challenges of our times and of the future.

It seems to this reporter that taking into account the political realities, two facts must be emphasized:

- 1) Unless some great unforeseeable push is supplied, Congress may very well limp and stall next year instead of passing a school aid bill;
- 2) The one chance of producing movement in the Eisenhower administration lies in the White House Conference—and without movement in the administration, there is very likely to be no school bill.

Democrats to Be Dormant

There is evidence to support these viewpoints.

In the absence of announcements from the democratic leadership, there is no assurance that the majority party intends to make an affirmative campaign for school aid in next year's congressional session.

A scaled-down Murray-Metcalf bill was approved by the house education committee in the session recently ended, but the makeup of the all-powerful rules committee discourages an assumption that the bill will be sent to the house floor and passed.

In the senate, the education committee approved a bill providing construction aid alone

from the Federal government, but the house is the stumbling block. The senate passed a Federal school aid bill some years ago and has been waiting ever since for the house to come along.

On the other hand, the 1955 White House Conference on Education had remarkable effects on the Eisenhower administration—if only transitory ones—and the 1960 conference might produce them again.

1955 Meeting Outspoken

The 1955 conference was a "runaway" meeting. It was made up of educators, housewives, clubwomen, social workers, businessmen and bankers and labor spokesmen who plainly and insistently demanded Federal school aid. They refused to be controlled by the administration's budget janizaries and they made their ideas unmistakably clear.

The result was extraordinary: Mr. Eisenhower in 1956, when he was running for re-election suddenly produced an honest-to-goodness Federal school aid program, and when it failed of passage he blamed the failure on the democrats and promised that he would demand a speeded-up program in 1957.

After he won his second term, of course, the sawdust ran out. The White House did not lift a finger to persuade house republicans from voting overwhelmingly to kill the Eisenhower bill, and a pro-aid republican, Rep. Wainwright of New York, publicly expressed wonder at the performance.

What can be said is that in seven years of the Eisenhower Administration, the White House Conference of 1955 was the only force that knocked the administration off dead center in regard to the schools and their problems.

It is clearly possible that the 1960 conference offers a sounding-board from which liberals and labor groups may again express their views so forcefully that progress will become possible.

Cited Salary Need

The AFL-CIO convention correctly reiterated that Federal school aid is needed both to undergird teachers' salaries and to pay for construction.

It placed a proper emphasis on the undoubted truth that the "real reason" for implacable opposition to Federal aid is the desire of rather well-heeled groups to avoid Federal taxation.

"The Federal tax system is

based essentially on graduated corporate and personal income levies—progressive, workable and equitable. The states' tax systems are based essentially on regressive levies, such as the sales taxes which deny the principle of ability to pay and which tax a higher percentage of the poor and middle-income group's income than that of the wealthy."

Key To Labor Help

The convention approved other resolutions calling for expansion of the AFL-CIO college scholarship program, expansion of apprentice and technical training, improved training for union staff personnel.

It approved three proposals of President Carl Megel of the Teachers and other AFT delegates, including one which pertinently suggested that "teachers requesting help and assist-

ance" from organized labor "be encouraged to affiliate" with the AFL-CIO American Federation of Teachers.

The White House Conference gives spokesmen of labor a chance to make their voices heard if they can crack their way into the group.

National and international unions affiliated with the AFL-CIO have been invited to join the council of national organizations participating in the planning.

The AFL-CIO convention urged state central bodies—federations and councils speaking for organized labor within each state—to get to work with state committees.

Persistent effort could produce both influence and membership when the conference meets for the week of Mar. 27-Apr. 2 next year in Washington.



Cahokia Teachers Picketing Off School Grounds

Cahokia

From Page 1

gotiate a compromise.

The teachers, disappointed and many bitter, went back to work after Circuit Judge Harold O. Farmer in Belleville, issued a temporary injunction against the teachers on petition of the school board. Mills announced the teachers returned to work, adding:

"Never before have I seen a group of teachers standing in such unity. Our officers take great pride in our membership. We have not in the least lost the case. Our community and parents supported us with everything they could offer. Some



Mr. Mills

parents walked the picket lines with us.

"Many others organized and rented premises of a restaurant to serve us lunch and to park our cars. But if the court decision were sustained, then we must admit that we as teachers are less than second-class citizens."

The teachers claimed the board has \$100,000 available to grant the pay request. Current schedule includes Bachelors, \$4,000 to \$6,000 in 13 steps and Masters, \$4,300 to \$6,300 similarly.

Meanwhile the Cahokia teachers were understandably disturbed and puzzled by an erroneous story in the American Teacher magazine that grievance procedures had been negotiated by Local 1272 and the board.

The erroneous information came from an AFT legal source outside the Local's jurisdiction. The American Teacher regrets its publication.

Minneapolis, 59, Organizes Lend-a-Hand Association

MINNEAPOLIS, Minn.—The Minneapolis Federation of Teachers, Local 59, has been in the process of setting up a Mutual Lend-a-Hand Association among its membership for financial aid to designated beneficiaries of deceased members.

Charles E. Boyer, executive secretary, said a similar plan has been carried out on a voluntary contribution basis over the years. The procedure was for any Local 59 member to contribute \$1.00 if he wished.

Plan Made Formal

The new plan will operate under formal by-laws which have been adopted by Local 59's membership. Each Lend-a-Hand Association member will pay \$1.50

with his application to participate.

Fifty cents of the amount will go into an operating fund, and \$1.00 into benefits to be paid to the designated beneficiary. Benefits are at the rate of \$1.00 per member.

Assessments and Officers

Both the operating and "helping hand" funds may be replenished on call of the association chairman and treasurer.

Officers of the association are specified in its by-laws as follows: The president of Local 59, the corresponding secretary, the financial secretary and in addition one elected member at large who will be chairman of the executive board.

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Current officers of the AFT's State Presidents Club: From left, Belle Linsky of Salem, president of the Massachusetts Federation of Teachers, vice-president; Richard Murray of Tucson, president of the Arizona Federation of Teachers Unions, president, and Jean Gordon of Schenectady, secretary of the Empire State Federation of Teachers, also secretary of the club, which holds annual luncheons and shares experiences at AFT conventions.

Cleveland Teacher Shortage Follows 'Pie in Sky' Raise

By Stephen Zerucha*

CLEVELAND, O.—The Cleveland Teachers Union, Local 279, has undertaken a program to publicize teachers salary needs and screen school board candidates, as the result of the current schedule which is just a trifle short of the ridiculous.



Mr. Zerucha

Teachers disappointment over the schedule stems from the fact that the board before announcing it, appeared to take suggestions from the union seriously and employed an accounting firm at a cost of \$20,000 to conduct an extensive salary survey.

The survey firm interviewed several Local 279 leaders, and appeared to take their suggestions to heart, giving further encouragement and hope for an equitable adjustment.

Thirty-six Years Top

Then without advance notice to anyone, the board announced its schedule which at first glance seemed indeed dramatic. It ranged from a beginning Bachelors of \$4,500 to \$9,800 for a teacher with a Masters, and 36 years of experience.

The local press carried the news in bold headlines on the front pages, leading the majority of Cleveland citizens to feel that the 4,000 Cleveland teachers, at last, were to be paid on a level with those in other large systems throughout the country.

Actual Raises Small

A close study of the schedule showed, however, that the actual raises on the various steps ranged from \$100, \$150 and \$200. Implementation would not be fully effective until 1968. The average raise during this period is \$150, forcing Cleveland teachers to continue behind the spiraling cost of living.

Perhaps the most ridiculous facet is the number of steps required to reach maximum. It will take a beginning teacher 21 years and a Masters to gain the maximum of \$8,300.

He would be granted \$500 anniversary increments in his 26th,

A teacher shortage which School Supt. Mark C. Schinnerer called desperate, required double shift classes and the use of more substitutes than usual in the Cleveland public schools following announcement of the "pie in the sky" pay schedule.

The Cleveland Teachers Union promptly warned parents that "cheating the children" with the "pay gimmick" will not solve the problem, and used advertising space in the city's papers to warn of the crisis in housing, in teachers and discipline. It accused the board of operating a "planned inadequacy."

An initial advertisement said: "Conditions are so poor that seven out of ten teachers quit the Cleveland system before they have taught in it five years . . . Teachers are deserting in droves to escape excessive clerical duties, over-crowded classes, a poor salary schedule, extra duties, et cetera."

31st and 36th years, thereby allowing him to reach the widely publicized \$9,800.

This anniversary increments feature was a blow to veteran teachers who felt their long and loyal years of service were finally to be recognized.

No Benefits to Some

What it really amounts to, however, is a \$500 increment for some and, because their retirement comes before the anniversary year, others will receive none of these increases.

The schedule as announced is another demonstration of "pie in the sky" thinking—always holding out the unattainable. At the time of the announcement, a bill, since passed, was in the state senate lowering the requirements for retirement of public employees. The number of years of service was decreased from 40 to 35. Yet the maximum offered by the Cleveland board takes 36 years to obtain.

The Cleveland Teachers Union, urged to dramatic measures by its membership, went before the board with its reactions. President Paul A. Corey first informed the board that the membership refused to accept the schedule, and then reiterated his request of a \$600 increase for all teachers effective in September.

When the board fumbled for a course of action, Corey sug-

gested that the schedule issue be reopened for discussion, pointing out that with revisions it might be an acceptable one. Some board members expressed their feelings "that the teachers were being unreasonable and ungrateful in view of the members efforts to be fair."

Corey countered with the suggestion that the flaws in the schedule could and should have been ironed out before making it public. AFT Representative Hugh MacColl backed Corey in urging the reopening. Supporting the teachers was Louis Eiben, Cleveland AFL-CIO assistant president.

Bargaining Suggested

Eiben told the board that never in his experience in negotiations with multi-million dollar firms had he ever seen an employer hand down a salary without conferring with, or at least, informing the employees of what their contract would contain.

He expressed amazement at the board's un-democratic han-

dling of the situation and suggested collective bargaining with the teachers' representatives as a "method to prevent such a farce" in the future.

A full report of this school board meeting was made to the Cleveland Teachers Union membership at a special meeting attended by some 1,500 teachers. A number of significant motions were voted into the record.

Adopt Action Program

The gathering mandated the officers of Local 279 to screen candidates for the school board which has three vacancies to be filled this November. The general body also voted to allow \$2,000 for publicity to inform Cleveland citizens of how the teachers have been given a salary schedule which looks good on paper but is lean in the pocketbook.

Lastly, the gathering extended a unanimous vote of confidence to its officers reiterating its refusal to accept the new schedule and demanding an immediate \$600 across-the-board increase.

Houston Board Keeps Teacher From UNESCO

HOUSTON, Tex. — While many school districts the country over gave leave with pay to a reasonable number of teachers to attend this year's UNESCO conference in Denver—this city's public school administration did not.

A teacher denied the leave was Nathan P. Littlejohn, past treasurer of the Houston Federation of Teachers, Local 1328. Commented Littlejohn in the Houston Post:

"I know they (the district) pay football coaches to go to coaching school." The Post said a search of school board records failed to uncover a board policy denying expense to UNESCO meetings.

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